



County of Santa Cruz

457 Deferred Compensation

Frequently Asked Questions

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**Mission
Square**
RETIREMENT

What is Deferred Compensation?

Deferred Compensation is an employment benefit offered to all Santa Cruz County employees. It is a supplemental retirement savings program that allows you to make contributions on a pre-tax basis. Federal and State income taxes are deferred until your assets are withdrawn, usually during retirement when you may be in a lower tax bracket. Deferred Compensation regulations are found in Section 457(b) of the Internal Revenue Code.

In addition to pre-tax deferrals, Santa Cruz County's 457 plan also permits Roth deferrals, which are made on an after-tax basis. Roth deferrals can be withdrawn tax-free in retirement if the requirements for a "qualified distribution" are met. You can designate a portion (or all) of your contributions to the Roth option.

Santa Cruz County contracts with MissionSquare Retirement, an independent, non-profit organization which specializes in public sector retirements services. The County plan offers 27 different investment options, and a representative can help you decide where you would like to invest your funds.

What are the benefits of participating in a 457 plan?

- Pre-tax contributions reduce your taxable income for the year.
- Contributions are taken by payroll deductions every pay period.
- You can contribute as little as \$10 per pay period.
- You can make additional "catch-up" contributions if you are 50 (or older) or within three years of your normal retirement age and already contributing the maximum to your plan.
- If you change jobs, you have the flexibility to move your account into your new employer's retirement plan.
- If you retire or leave service early, there is no penalty for withdrawals.
- You may increase, decrease, stop or restart contributions as often as you need without fees or penalties.
- You may choose from a wide range of investment options. There are no restrictions or charges for reallocating your investment mix, and all funds offered through MissionSquare Retirement are no-load.
- You may also contribute with after-tax dollars (Roth).
- Your designated beneficiaries are entitled to receive all remaining funds in your account in the event of your death.

- You may model a loan from your account.
- You may request an “Unforeseeable Emergency Withdrawal” as determined by MissionSquare Retirement under the Internal Revenue Code Provisions.
- Upon employment separation, you have the most flexible withdrawal payment options available. You determine the payment schedule that is right for you.
- You control your account even while you are withdrawing assets.

How much can I defer?

You may defer up to the annual dollar limit set by the Federal Government. See the chart below for more information. Each year the IRS will adjust contribution limits according to inflation.

The **2025** limits for the 457 Traditional (pre-tax)/Roth Plan (after-tax) are:

Category	Annual Maximum	Amount per Pay Period (26 pay periods)	Documentation Requirements
Normal Limit	\$23,500	\$903.84	Enrollment Form (if new enrollee) Deferred Compensation Deduction Form
Age 50 Catch-up	\$31,000	\$1192.30	Enrollment Form (if new enrollee) Deferred Compensation Deduction Form
Pre-Retirement 3-Year Catch-Up	\$47,000	\$1807.69	Please contact Human Resources Department to coordinate a Pre-Retirement/3-year Catch-Up 454-2600.

What are Catch-Up Provisions?

The two “Catch-Up” provisions allow you to contribute over-and-above the normal annual contribution amount.

1. The “Age 50” catch-up provision allows you to contribute an additional annual amount during the calendar year in which you reach age 50 or older. No enrollment necessary.
2. The “Pre-Retirement” or “3-year” catch-up provision allows you to make additional contributions to make up for years in which you did not contribute the maximum normal limits. **Enrollment is required.**

How do I sign up?

Online Enrollment is quick and easy! Here is how:

1. Visit www.missionsq.org/santacruzca
2. Click on "Enroll in Your Plan"
3. Follow the steps and soon you will be saving for retirement!

Where can I get deferred compensation forms?

- Visit www.santacruzcounty.us/benefits under 125 Pre-Tax Programs.
- For DocuSign visit www.santacruzcounty.us/benefits under 125 Pre-Tax Programs.
- E-mail Franchezca.Diaz@santacruzcounty.us for any forms or inquiries.
- Visit the Human Resources Department at 701 Ocean St., room 510 in Santa Cruz.

Where may I access my on-line account or get more information?

Website: www.missionsq.org/santacruzca

Phone: Call MissionSquare Retirement Client Services at 1-800-669-7400. Representatives are available from 5:30 a.m. PT to 6:00 p.m. PT.

E-mail: Email **Ray Ortiz**, our local MissionSquare Retirement Plan Specialist, at rortiz@missionsq.org

Mobile Access your retirement account with convenience and flexibility using MissionSquare Retirement's mobile app.

Individual Appointments:

To schedule an individual appointment with **Ray**, please visit the website and click on "Schedule an appointment" next to Ray's profile picture.

You may also call Human Resources Department at 831-454-2600 to schedule your appointment.

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RETIREMENT SECURITY